

# ATTACHMENT A

On Thu, Jan 25, 2018 at 8:44 AM, <[NA.HR.Questions@accenture.com](mailto:NA.HR.Questions@accenture.com)> wrote:

Hi Manoj,

Hope this e-mail finds you well.

We have received your urgent request from Peopleline:

*"Formal employee called in stating he was an active employee till the 15th of January, however; the HR records state that his employment ended on 12/16/2016, employee never received an exit interview or any communication regarding his exit from Accenture. EE would like to talk to an HR representative as soon as possible."*

Please be informed we have received your resignation indicated with Last Day of Employment as 12/16/2016 from Location Field HR; Anil.

@Varughese, Anil - Please work with Manoj and if is deemed necessary a revision of the Last Day of Employment, please advise by contacting [NA.LFHR.resignations@accenture.com](mailto:NA.LFHR.resignations@accenture.com).

**Manoj's Contact Information:**

Email: [cmmanoj@gmail.com](mailto:cmmanoj@gmail.com) / [cmmanoj@hotmail.com](mailto:cmmanoj@hotmail.com)

Phone: [214-605-0642](tel:214-605-0642)

Kind regards,

**Juan Pablo Garaguso**  
**NA Core Field HR Team**

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This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy.

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[www.accenture.com](http://www.accenture.com)

From: Manoj Madathil <cmmanoj@gmail.com>  
To: <NA.HR.Questions@accenture.com>  
Cc: Manoj Madathil <cmmanoj@hotmail.com>, <anil.varughese@accenture.com>  
Bcc:  
Date: Thu, 25 Jan 2018 20:56:56 -0600  
Subject: Re: SR #: 1-10337378351 - Resignation Last Day of Employment Inquiry

Hello Juan / Core Field HR team,

I called PeopleLine this evening and was told this ticket (1-10337378351) was resolved around 9:27 am, though I did not receive any communication regarding the resolution of this issue. Ticket closure was one sided and hence would like to re-open this ticket. Exit date of Dec 16, 2016 is not justified / acceptable since no one has confirmed or communicated to me regarding any exit date. Besides, following related information that I discussed on the call (when I raised this request earlier in the morning) are missing in the ticket description below

1. My benefits documents (COBRA & so on) were dated Feb 02 2017
2. My badge access was working as late as Jan 31<sup>st</sup> 2017
3. No other communication from any one that I received related to my exit

Thanks

Manoj

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**Manoj's Contact Information:**

Email: [cmmanoj@gmail.com](mailto:cmmanoj@gmail.com) / [cmmanoj@hotmail.com](mailto:cmmanoj@hotmail.com)  
Phone: [214-605-0642](tel:214-605-0642)

Kind regards,

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NA Core Field HR Team

**RE: SR #: 1-10337378351 Re: SR #: 1-10337378351 - Resignation Last Day of Employment Inquiry**

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**NA.HR.Questions@accenture.com** <NA.HR.Questions@accenture.com>

Fri,  
Jan  
26,  
2018  
at  
3:39  
AM

To: cmmanoj@gmail.com, cmmanoj@hotmail.com, anil.varughese@accenture.com

Good morning Manoj,

In order to review your inquiry please address it with your Location Field HR ([anil.varughese@accenture.com](mailto:anil.varughese@accenture.com)) whom is the person whom had notified [NA.LFHR.Resignations@accenture.com](mailto:NA.LFHR.Resignations@accenture.com) of your resignation.

As indicated in my earlier e-mail, please address it with him in a separate internal communication.

Thank you.

Best Regards,

Juan

NA Core Field HR Team

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**Date:** 25-Jan-18 11:57:21 PM

**From:** [cmmanoj@gmail.com](mailto:cmmanoj@gmail.com)

**To:** [NA.HR.Questions@accenture.com](mailto:NA.HR.Questions@accenture.com)

**Cc:** Manoj Madathil ; [anil.varughese@accenture.com](mailto:anil.varughese@accenture.com)

**Subject:** Re: SR #: 1-10337378351 - Resignation Last Day of Employment Inquiry

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Manoj

RE: SR #: 1-10337378351 Re: SR #: 1-10337378351 - Resignation Last Day of  
Employment Inquiry

---

Varughese, Anil <anil.varughese@accenture.com>

Fri, Jan 26, 2018 at  
9:17 AM

To: "NA.HR.Questions" <NA.HR.Questions@accenture.com>, "cmmanoj@gmail.com"  
<cmmanoj@gmail.com>, "cmmanoj@hotmail.com" <cmmanoj@hotmail.com>

Good morning Manoj,

As we discussed in January 2017 in my office, your employment ended on 12/16/2016 as you informed your leadership that you were resigning and then did not respond to multiple attempts to reach you by your leadership and myself. This was reviewed and approved by Employee Relations before you came to my office on January 31, 2017.

Regards,

Anil

**From:** NA.HR.Questions

**Sent:** Friday, January 26, 2018 3:39 AM

**To:** [cmmanoj@gmail.com](mailto:cmmanoj@gmail.com); [cmmanoj@hotmail.com](mailto:cmmanoj@hotmail.com); Varughese, Anil <[anil.varughese@accenture.com](mailto:anil.varughese@accenture.com)>

**Subject:** RE: SR #: 1-10337378351 Re: SR #: 1-10337378351 - Resignation Last Day of Employment Inquiry

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In order to review your inquiry please address it with your Location Field HR ([anil.varughese@accenture.com](mailto:anil.varughese@accenture.com)) whom is the person whom had notified [NA.LFHR.Resignations@accenture.com](mailto:NA.LFHR.Resignations@accenture.com) of your resignation.

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**To:** [NA.HR.Questions@accenture.com](mailto:NA.HR.Questions@accenture.com)

**Cc:** Manoj Madathil ; [anil.varughese@accenture.com](mailto:anil.varughese@accenture.com)

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Phone: [214-605-0642](tel:214-605-0642)

Kind regards,

Juan Pablo Garaguso  
NA Core Field HR Team

**RE: SR #: 1-10337378351 Re: SR #: 1-10337378351 - Resignation Last Day of Employment Inquiry**

**Manoj Madathil** <cmmanoj@gmail.com>

Fri, Jan 26, 2018 at 2:54 PM

To: "Varughese, Anil" <anil.varughese@accenture.com>

Cc: "NA.HR.Questions" <NA.HR.Questions@accenture.com>, "cmmanoj@hotmail.com" <cmmanoj@hotmail.com>

Hello Anil,

Greetings!! and thank you for your response. Unfortunately, nothing was communicated to me regarding my exit and Employee relations review on January 31<sup>st</sup>, 2017 when I was in your office. I was not told about the intentions to move forward with the separation. Only topic mentioned was enabling back my email access, that was disabled few days back then. I had only approximately one-minute stop in your office and you made only an impromptu side conversation about re-enabling my access (you were in between calls and busy with other tasks). I was denied the opportunity to explain anything from my side. Further I was neither provided anything in writing nor received any type of separation packet or related documents.

Besides my leadership team, you were too aware of the initial resignation communication (You were copied on some of the initial emails). There was no timely HR communication / intervention to ensure the state of reconsidering the resignation decision (both before and after December 16, 2016) and to better learn about the state of my communication with the executives / leadership. I was on call with some of them even on December 16<sup>th</sup> late afternoon. You based your assumptions and decisions without trying to listen to my side and hence is biased and discriminatory. Since there were continued discussions with few of the executives in the leadership and the fact that HR did not kick off the exit process, it was obvious to me December 16, 2016 exit date was invalid. Some of the topics that I had to address during my conversation with the executives were incomplete and had left me in an uncertain, vulnerable and insecure state. All the above resulted in great amount of stress for me. I fell terribly sick and made doctor visits in January, including the morning of January 31, 2017.

Please provide me the following details related to all of this for my better understanding:

1. The details of the attempts made to contact me (email and other forms), that was provided to Employee relations
2. Attempts to contact me via other modes of communication besides email: especially from HR and Employee relations



3. Attempts HR made to listen to my side when you decided not to proceed with exit process before December 16 2016
4. Attempts HR made to listen to my side after December 16 2016
5. Notification sent to me when my enterprise id / email access was disabled (hard copy or phone messages): either from HR or employee relations {I never received any}
6. Attempts made by Career Counselor to ensure if everything was executed smoothly. In fact I asked you (and one of the executive in my leadership) to provide his contact number, since I lost his contact info after my phone crashed.

Hope you realize the damages that caused to me and will make best attempts to address those.

Thank you for your time

Best regards,

Manoj

On Fri, Jan 26, 2018 at 9:17 AM, Varughese, Anil <anil.varughese@accenture.com> wrote:

Good morning Manoj,

As we discussed in January 2017 in my office, your employment ended on 12/16/2016 as you informed your leadership that you were resigning and then did not respond to multiple attempts to reach you by your leadership and myself. This was reviewed and approved by Employee Relations before you came to my office on January 31, 2017.

Regards,

Anil

**RE: SR #: 1-10337378351 Re: SK #: 1-10337378351 - Resignation Last Day of Employment Inquiry**

Mon, Jan 29, 2018 at 11:45 PM

**Manoj Madathil** <cmmanoj@gmail.com>

To: "NA.HR.Questions" <NA.HR.Questions@accenture.com>

Cc: "cmmanoj@hotmail.com" <cmmanoj@hotmail.com>, "Varughese, Anil" <anil.varughese@accenture.com>

NA Core Field HR team,

Please confirm whether this is the right team (NA Core Field HR) to address the issues I raised. If not, can you please advise or direct me to the right legal / labor compliance group (or individual) to redress wrong actions of Field HR? Do you suggest I must approach the right authority myself? From the communication chain below related to this ticket I can summarize three main areas (only top ones listed) that has caused damages to me personally and professionally:

1. **Wrongful separation process** that ended up in my exit from Accenture, associated violations, discrimination, etc. etc.
2. **Denial of access to my key documents** and resources such as W2, paystubs and so on. I did not get a separation packet or instructions to access key documents. My enterprise id never got enabled after it was disabled last year. I left a voicemail for Anil Varughese on 1/22/2018 (Monday) and did not get a response back.
3. **Denial / gaps in Benefits coverage:** Since health benefits premium was deducted from my January 2017 payments, technically I had medical coverage until January 31st, 2017 (though COBRA benefits document dated 02/02/17 states my benefits were only till Dec 31, 2016). My family and myself were put at high risk (uncertain and denied state of benefits coverage) between Feb 1st and the day we received respective COBRA enrollment document(s).

Kindly confirm the status of this ticket. If it is closed, it is discriminatory to do so without taking care of all the issues raised and damages caused. Please escalate this and provide the SLA / ETA for completion if this is the team responsible

Regards,

Manoj

On Fri, Jan 26, 2018 at 2:54 PM, Manoj Madathil <cmmanoj@gmail.com> wrote:

Hello Anil,

Greetings!! and thank you for your response. Unfortunately, nothing was communicated to me regarding my exit and Employee relations review on January 31st, 2017 when I was in your office. I was not told about the intentions to move forward with the separation. Only topic mentioned was enabling back my email access, that was disabled few days back then. I had only approximately one-minute stop in your office and you made only an impromptu side conversation about re-enabling my access (you were in between calls and busy with other tasks). I was denied the opportunity to explain anything from my side. Further I was neither provided anything in writing nor received any type of separation packet or related documents.

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2. Attempts to contact me via other modes of communication besides email: especially from HR and Employee relations
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Thank you for your time  
Best regards,  
Manoj

**RE: SR #: 1-10337378351 Re: SR #: 1-10337378351 - Resignation Last Day of Employment Inquiry**

**Varughese, Anil** <anil.varughese@accenture.com>

Tue, Jan 30, 2018 at 9:20 AM

To: Manoj Madathil <cmmanoj@gmail.com>, "NA.HR.Questions" <NA.HR.Questions@accenture.com>  
Cc: "cmmanoj@hotmail.com" <cmmanoj@hotmail.com>

Hello Manoj,

Please note you are misguided in directing anger and blame at me as "Field HR" did not take any action without the direction of Employee Relations and your leadership group. I did email you on January 26<sup>th</sup> (see below).

As we discussed in January 2017, you did not follow up or contact anyone from Accenture after your initial resignation conversation on December 13, 2016 (I was copied on an email chain between Mia Johnson, Miguel Myhrer and yourself in which you indicated you wanted to resign before you left the country on December 19, 2016).

After not hearing from you for a month, your leadership referred this to Employee Relations who directed me to contact you in January 2017. I emailed your personal and Accenture email addresses on January 25, 2017 and you did not respond. The decision from Employee Relations was to terminate your employment as of December 16, 2016. You then came to my office on January 31, 2017 to inquire about your access being disabled.

Again, please note these actions were taken as a result of your non-contact/follow-up with your leadership and the approval of Employee Relations after thorough review; no decisions were taken by myself.

Best,  
Anil

**From:** Manoj Madathil [mailto:[cmmanoj@gmail.com](mailto:cmmanoj@gmail.com)]

**Sent:** Monday, January 29, 2018 11:45 PM

**To:** NA.HR.Questions <[NA.HR.Questions@accenture.com](mailto:NA.HR.Questions@accenture.com)>

**Cc:** [cmmanoj@hotmail.com](mailto:cmmanoj@hotmail.com); Varughese, Anil <[anil.varughese@accenture.com](mailto:anil.varughese@accenture.com)>

**Subject:** [External] Re: SR #: 1-10337378351 Re: SR #: 1-10337378351 - Resignation Last Day of Employment Inquiry

[Quoted text hidden]

----- Forwarded message -----

From: "Varughese, Anil" <anil.varughese@accenture.com>  
 To: "cmmanoj@gmail.com" <cmmanoj@gmail.com>  
 Cc: "Madathil, Manoj C." <manoj.c.madathil@accenture.com>  
 Bcc:  
 Date: Wed, 25 Jan 2017 21:25:15 +0000  
 Subject: Resignation

Hello Manoj,

I am sorry to hear that you are leaving Accenture but I appreciate being informed of your upcoming resignation. **To initiate the process for your departure, could you please reply to this email and provide the information in the table below?** Once I receive this completed table back from you, a member of my Location HR team will schedule some time with you on or before your last day to conduct your Exit Interview.

In the meantime, if you have not notified your Project Supervisor and Career Counselor of your last day, please go ahead and share your decision with them.

You will be receiving an email from the Exits Team with what you need to do on or before your last day. It's recommended that you submit your final time report at least 3 days before your last day. Your Accenture equipment should be turned in on or before your last day as well. Please let me know if you have any other questions.

Regards,

*Anil Varughese*

*Maximizer / Relator / Developer / Empathy / Belief*

Location Field HR Lead – Dallas (Las Colinas)

Office: 469-665-4524

Fax: 917-591-2364

Stay connected:

Our Core Values:

*Stewardship - Best People - Client Value Creation - One Global Network - Respect for the Individual - Integrity*

Employee Name	
Employee Personnel Number	
Career Level: (e.g. 6, 7, 8, etc.)	
Are you a Federal employee? (Yes / No)	
Are you a GCP or CN employee?** (Yes/No)	
Final Day (must be a business day):	
Has your project supervisor been notified? Include name:	
Has your Career Counselor been notified? Include name:	

Has your Talent Fulfillment Specialist (TFS) been notified? Include name:	
Future Employer	
Is this a retirement? (Yes / No)	
Reason for Leaving (Please select from the list on the <a href="#">Exiting Accenture Portal</a> - click on the link for descriptions of the reasons for leaving)	
Can Accenture contact you post-employment?	
Alternate email address (gmail, yahoo, etc.)	
For Location HR use only: If honoring greater than two weeks' notice, please state reason: (ex.: Staffed until LDW, agreement with supervisor, retirement, etc.)	Complete if applicable
For US Location HR use only: For same day or late resignation, please state reason: (ex.: employee notified on the same day, project lead notified same day/late, LFHR notified late, etc.).	Complete if applicable and attach relevant documentation if available

\*\* GCP (Global Careers Program) should contact PeopleLine, [NA.HR.Questions@accenture.com](mailto:NA.HR.Questions@accenture.com) or TFS.

\*\*CN (Capability Network - Accenture Strategy on Policy 750), should contact [swati.kalra@accenture.com](mailto:swati.kalra@accenture.com) or [archana.a.prasad@accenture.com](mailto:archana.a.prasad@accenture.com).

Be sure to review the [Exiting Accenture Website](#): This link includes to-do's (both prior to your departure and after your departure), so please be sure to review in depth.

Prior to your last day, please ensure that you do not have any outstanding items in the following areas:

- Blank days on time report(s)
- Floating/Standard holiday overcharges
- Debit balances owed to Accenture
- Missing Expense Envelopes
- Missing Time Reports
- Other Overpayments
- American Express payments owed directly to Accenture (if applicable)
- Outstanding overdue American Express balances (if applicable)
- American Express Points
- Celebrating Performance Points

**Administrative actions that you must complete prior to your last day with Accenture:**

- **My T&E Report**

- ✓ Please complete and submit your final Time Report **3 business days before** your last day.

- ✓ Modify your work schedule (for the last pay period only) if you are not working the full period; otherwise, you will get an error. Put 0 hours for the days in the period after your last day, hit save, complete your time report and hit submit.

- ✓ For further information and instructions regarding your final time report submission, please refer to the Exiting Accenture Portal: <https://sites.accenture.com/publishing/ExitingAccentureUS/OnorBeforeMyLastDay/Submitfinaltimereportandexpenses/Pages/default.aspx>

- ✓ If you receive a bill for company related expenses, after departure, contact PeopleLine at 1-800-432-2729

- **Return CIO Assets to LTS**

- ✓ You are required to return all Accenture owned computer and peripherals (laptops, power cords, carrying case, token, cable lock, etc.) and Mobile Devices and related accessories (cell phones, air cards, chargers, batteries, etc.) assigned to you on or before your last day.

- ✓ When returning equipment, LTS will fill out an electronic equipment return form. It is strongly recommended that you keep a copy of this completed form for your records as you are responsible for the return of your laptop and accessories. This is proof of your returned asset. Your computer and peripherals are the property of Accenture and contain its confidential and proprietary information.

- **Corporate credit cards (AMEX)**

- ✓ Corporate cards will be cancelled upon your departure.

- ✓ Please make sure to pay any balance on your Amex card **before** your last day.

- ✓ Please make sure to cancel any recurring charges going to your Amex account (cell phone, etc.).

- ✓ Contact American Express at (800) 947-3339 to redeem points/miles, within 30 days.

- **Return your building security badges**

✓ Upon your departure, your building security badges need to be returned. Turn in your badge and/or security card to your local office reception or security office. There is a \$25 charge if building access cards are not returned.

✓ Any client security badges should be returned to your Project Manager/Team Lead.

- **Earnings Statements**

✓ Please remember to print out any earnings statements from [myearnings.accenture.com](http://myearnings.accenture.com) (you will not have access to this website after last day.) Your final earnings statement will be mailed to the home address we have on file for you.

- **Recognize Performance Points - Redeem, Award, or Transfer Unused Points**

✓ If you are a budget holder, award or transfer any unused points to another budget holder, prior to your departure.

✓ If you are an award recipient, remember to exercise your points prior to your departure from Accenture.

– Employees will forfeit any remaining award points upon termination. (The states of Illinois and California in the U.S. are the exception to this policy as local law requires that employees are paid out remaining point balances.)

**Good to know information, as you depart:**

- **Final Pay Check**

✓ In most cases, your final wages will be paid via **direct deposit** on your last day worked.

✓ If you have a positive PTO balance, payment for those hours will be included in your final paycheck.

- **Sign on or Relocation Bonus**

✓ If you are leaving the Company within one year of your start date, you may owe a prorated portion of your signing bonus back to the company.

✓ If you have relocated at the company's expense, depending on the type of transfer, you may owe either a portion or the full amount of your relocation expenses.

- **Benefits**

✓ Your current health insurance coverage ends on the last day of the month in which you depart.



✓ The Accenture Benefits Center will send to your home address two envelopes approximately one week after the end of the pay period in which you depart:

- A detailed packet of information explaining COBRA continuance of your health insurance coverage
- Information about your 401K/Profit Sharing account.

✓ **Recommendations related to Benefits Information:**

- Print “How Departure Affects Your Benefits,” which is located on the US Exiting Accenture Site, under the “within 30 Days After my Last Day.”
- Visit the Company’s Benefits Website (**Live Well at Accenture**) and print the following: *Health insurance coverage, deductible information, 401(k) account information, and total rewards.*

• ***Accenture Share Plans***

✓ To reference up-to-date information on the Employee Share Purchase Plan (ESPP), Restricted Share Units (RSUs) or share options you should visit **<https://myholdings.accenture.com>** and reference the Separating Employee Share Plan You will have access this site even after your departure, so remember your Enterprise ID and password.

• ***Accenture Alumni Program***

✓ After your last day, sign up on the Alumni Site website— **[www.accenturealumni.com](http://www.accenturealumni.com)**, where you have access to the Alumni Directory, Job Opportunities, News and Events, Resources, etc.

• ***Maintaining Your Address***

✓ If you change your address any time after your departure, please contact the People Line at 1-800-432-2729.

• ***Helpful Contacts for you to Remember:***

- ✓ ***PeopleLine:*** 1 -800-432-2729
- ✓ ***Accenture Benefits Center:*** 1-877-332-2242

***The Work Number: for employment verification***, by logging onto **[www.theworknumber.com](http://www.theworknumber.com)** for easy printing of verification or by calling **1-800-367-2884** for voice and fax verification.

----- Forwarded message -----

From: "Johnson, Mia" <mia.johnson@accenture.com>  
To: "Madathil, Manoj C." <manoj.c.madathil@accenture.com>  
Cc: "Myhrer, Ragnar-Miguel" <ragnar-miguel.myhrer@accenture.com>, "Varughese, Anil" <anil.varughese@accenture.com>  
Bcc:  
Date: Tue, 13 Dec 2016 19:09:18 +0000  
Subject: RE: updates on staffing

Hi Manoj, sorry to hear that you are leaving!

I've copied location HR, Anil on this email to help with transition questions as well as Miguel so that he is aware of your request to leave.

Thanks and let me know if I can assist you further.

Thank you

Mia

Mia Johnson

HR Career Advisor for CMT Network, Video, Supply Chain & F&EP

Atlanta Office

[mia.johnson@accenture.com](mailto:mia.johnson@accenture.com)

\*For new demand creation, please use the new Project Exec Module. You can also watch the quick seven minute video on how to create demand in MyPE.

**From:** Madathil, Manoj C.  
**Sent:** Tuesday, December 13, 2016 1:42 PM  
**To:** Johnson, Mia  
**Subject:** RE: updates on staffing

Hello Mia,

I would like to arrive on my last date with Accenture. If possible can I proceed with the exit process by this Friday. I am planning to be out of country From 19<sup>th</sup> to Jan 9<sup>th</sup> and would like to be sooner

Thanks

Manoj

**From:** Johnson, Mia  
**Sent:** Tuesday, December 13, 2016 9:36 AM  
**To:** Madathil, Manoj C. <[manoj.c.madathil@accenture.com](mailto:manoj.c.madathil@accenture.com)>  
**Subject:** updates on staffing

Hi Manoj I just wanted to check in with you to see if you are currently working on any BD efforts. Please let me know if you have any staffing updates. Thanks!

Mia Johnson

HR Career Advisor for CMT Network, Video, Supply Chain & F&EP

Atlanta Office

[mia.johnson@accenture.com](mailto:mia.johnson@accenture.com)

\*For new demand creation, please use the new [Project Exec Module](#). You can also watch the quick seven minute [video](#) on how to create demand in MyPE.

**2 attachments**

 **noname.eml**  
102K

 **noname.eml**  
13K

RE: SR #: 1-10337378351 Re: SR #: 1-10337378351 - Resignation Last Day of Employment Inquiry

Manoj Madathil <cmmanoj@gmail.com> Tue, Jan 30, 2018 at 11:44 PM

To: "Varughese, Anil" <anil.varughese@accenture.com>  
Cc: "NA.HR.Questions" <NA.HR.Questions@accenture.com>, "cmmanoj@hotmail.com" <cmmanoj@hotmail.com>

Hello Anil,

I do not carry any anger personally against you. When I say Field HR it is the role that I am referring to and not blaming you as a person - just like some of the communications refer me as EE (I assume it stands for Ex-Employee). More than anger I am terribly upset about how a company like Accenture handled my situation. How will you feel if you contact one of your executives in the leadership after a certain period and face the question "were you terminated or resigned"? It is not a good situation to be and realize that I carried the tainted image of a "terminated employee" for almost a year. I did not do anything adverse to deserve all this. I did not do any harm to any individual to get this kind of tag. I talked to CIO about my access the day I came into your office and they told your name as the contact person. When I talked to you while I was in your office it sounded my access enablement is just a process issue (grateful to you for promising to fix it) and can be easily reversed. You asked me if I intent to stay with Accenture and if I will be calling my leadership team. My answer was yes, and I told I will be contacting Raghu and Greg and you sent a note to them in front of me.

I heard Employee relations involvement first time this Friday (01/26) from your email. When things slipped from Accenture side after I was in the office on January 31st, no one called me, especially people I last talked. First communication was addressed to my family about their COBRA related docs. This was a huge blow on my face further driving me to a crisis. How will I know what really went wrong? I still do not know why I was kept in the dark when things went out of control? Even further surprised to see that my COBRA details arrived four weeks later (feel free to check the mailing date from Accenture). Simply add up the dates and see the gaps in benefits. Never in my wildest dream I thought I will be subject to this type of risk, since this is a very basic thing to miss. Though I felt victimized I did not take it up then because of my personal situation. Now after a year this is still seriously hurting me. I trusted Accenture process to be error free with many approvals and QA levels. Even without gaps in benefits, I am positive that 99% of the people in my situation would have approached an authority by this time (read as "much earlier") and not wait this long for a proper response to ticket and voicemail. Benefits account docs came in many batches and did not realize then that I did not receive a formal communication from HR. I first sent a text to Raghu on Friday 01/19 and then left a voicemail for you on Monday 01/22. May I humbly state that even a fraction of this courtesy was not shown to me last year. It appears to me that I am getting more questions rather than answers from the responses I am getting from the ticket. Whatever be the decision from internal stake holders like ER, your team (Field HR) was supposed to create a letter and inform me last year or called me for a HR initiated meeting. Accenture is a big institution with checks and balances spanning from leadership team to HR (Mia, your team in my case) and ER. I am just an individual who happened to be in that situation and it is unfortunate I am blamed for the whole thing?

The personal email ID you sent the questionnaire form on 25th January had less activity or close to no activity for a long time, though I used it during my joining time in 2011. Over five plus years, usage level changed, and I lost track of which id I had given to Accenture since both of my ids are similar. Normally either these urgent communications are followed up (by someone from HR team) with a call / voicemail stating the critical nature or someone confirms the personal id to be used (This is a very basic thing). I read those emails only today after seeing your attachments. If you still doubt my integrity I can give my consent as per policies for Accenture to verify this with google. You too did not mention about the emails sent to my personal id in our conversations, when I was there in the building in front of you. Same afternoon when I asked Greg's number you did not mention that it will be sent to my personal id. I promptly called Raghu the same afternoon as per our conversation and confirmed Greg is also aware of the situation. All of you were busy and you all did not get a chance to listen to my side. Though I did not see the form you sent to my personal id, I showed up in the building in 4 business days. After going through the email this afternoon, I see no turnaround time stated in the email. Nothing marked as time sensitive as well. I must assume now that few other events (possibly ER and related) happened during that short time and I am still surprised all this was irreversible. I was uninformed when things went wrong after I contacted you all on January 31st.

It was from HR team that I should have received a formal written communication regarding my exit or receive a notification if something seriously went wrong contrary to what we talked. If there was an exit decision made it was after I left the office on January 31, 2017 (according to our conversation, conversation / text with Raghu same afternoon, email from exit team that I saw today in my personal inbox dated Dec 31). ER is a stake holder who either gave you a wrong advice or took a wrong decision (I do not have proof to judge this. I am blindly trusting what you stated below). I do not have an ability to raise ticket against them. In the interest of time I will get a faster solution somewhere else instead of chasing down all these groups. When I raised the ticket, I was told HR core is the right team and it appears that this team is not accepting that. Many things I learnt through this ticket was mere shocking. I have clearly stated the discrepancies in the documents and damages I faced. If I overstated your role in this, please accept my regret. I really do not know the different teams / individuals who played a role since no one explained to me this more than a year. If I do not get any solution in a reasonable time I have to get this addressed somewhere else. Let a competent authority decide whose is the loss and who all are responsible.

PS: Wouldn't Accenture policies allow to fix / revert any process errors within a time-frame after an employee exit? Looks like that opportunity was not used and I am not sure whom to blame?

Thanks

Manoj

On Tue, Jan 30, 2018 at 9:20 AM, Varughese, Anil <anil.varughese@accenture.com> wrote:  
Hello Manoj,

Please note you are misguided in directing anger and blame at me as "Field HR" did not take any action without the direction of Employee Relations and your leadership group. I did email you on January 26th (see below). As we discussed in January 2017, you did not follow up or contact anyone from Accenture after your initial resignation conversation on December 13, 2016 (I was copied on an email chain between Mia Johnson, Miguel

Myhrer and yourself in which you indicated you wanted to resign before you left the country on December 19, 2016).

After not hearing from you for a month, your leadership referred this to Employee Relations who directed me to contact you in January 2017. I emailed your personal and Accenture email addresses on January 25, 2017 and you did not respond. The decision from Employee Relations was to terminate your employment as of December 16, 2016. You then came to my office on January 31, 2017 to inquire about your access being disabled.

Again, please note these actions were taken as a result of your non-contact/follow-up with your leadership and the approval of Employee Relations after thorough review; no decisions were taken by myself.

Best,  
Anil

RE: SR #: 1-10337378351 Re: SR #: 1-10337378351 - Resignation Last Day of Employment Inquiry

Manoj Madathil <cmmanoj@gmail.com> Sat, Apr 14, 2018 at 11:39 AM

To: "Varughese, Anil" <anil.varughese@accenture.com>

Cc: "NA.HR.Questions" <NA.HR.Questions@accenture.com>, "cmmanoj@hotmail.com" <cmmanoj@hotmail.com>

One more thing to add that I left out last time.

"Not being in contact" or "no contact" was from Accenture side. When a resignation topic is in the air, HR and Career counselor are primarily responsible to communicate to an employee. In my case HR did not initiate to communicate directly even once except sending an email on 1/25/2017 (41 days after resignation was reconsidered) asking me of a new last date followed by disabling my enterprise id. Career counselor was in absolute silence (last communication was around Mid Nov 2016 asking me of "quick time" during appraisal time). In effect I was forced out because of "no-contact" from Accenture side.

Thanks

Manoj

On Mon, Apr 9, 2018 at 8:05 PM, Manoj Madathil <cmmanoj@gmail.com> wrote:  
I received another update from HR side. Please see the last email (received this Friday 4/6/18) from Toni Corban included below.

I am adding this update to the ticket. The update I received below opened new concerns and questions and hence please do not close this ticket. It is very disappointing to see another round of injustice from HR closing this request one sided without addressing my concerns. My issues are still unresolved. I appreciate the time of every individual who responded to me. With due respect let me state that no one has offered to help me so far as claimed below in Toni's email. The responses I got so far were conflicting to one another, discriminatory in nature and helped only to increase my stress and mental agony. It is still shocking to me that individuals responded did not notice (or avoided) the obvious injustices including putting lives of my family and mine at risks (by denying health coverage last year) that I stated earlier in this SR. It was very inhuman and against law to do so, and I wish no one else will be put into those kinds of situations again. It is more upsetting, stressful and a mental torture when this comes from HR side.

This latest response I got, opened following concerns on the injustices I was subject to. I request to confirm the following related to my concerns:

1. Steps Accenture took to contact me and learn my situation leading to the stated inability to contact in January 2017. In the email below that I received this Friday it is stated my lack of contact was a reason for my termination. No one had raised "no contact" from my side as an issue until this Friday from Toni's email.
2. Attempts that Accenture made to inform me once my enterprise id was disabled in January 2017. What steps the concerned group / individuals took before they disabled my id if it

was in connection with my "lack of contact"? Disabling my enterprise id further worsened my inability to communicate.

3. No one from Accenture confirmed my personal contact information throughout these incidents in December of 2016 through February of 2017.
4. Reason for COBRA document dated as February 02, 2017 which is 53 days later the stated resignation email date of December 13, 2016
5. Reason for my COBRA documents reaching me on the 1st week of March 2017 and for my family on the 1st week of February 2017
6. I would like to know the date until which I was on payroll. HR sent me the instructions to notify the career counselor / project supervisor of my new last date on 01/25/2017 (this further invalidates the already reconsidered resignation email on 12/13/2016) and a notification from Exit team in the afternoon of 01/31/2017 (copied to my personal id that I was not using). It will not be possible to send those emails if I was not on payroll on those dates. I have promptly entered my time for the subsequent periods after December 15, 2016. My enterprise id was disabled as of January 31 of 2017 and hence was denied entering my time for that period.
7. Did anyone on CMT leadership or my career counselor contact HR or vice versa in the afternoon of 01/31/2017 or later to make an exit decision without keeping me informed?
8. What is the stated "no contact period" that was used to determine the criteria for "termination" or processing it as a "resignation" as stated in the below email?
9. Has someone from Accenture tried to contact me specifically for this reason during this period? What other steps were taken in this regard?
10. Do I meet a termination criterion if I sent a resignation email that was immediately reconsidered?
11. What was the date my termination was processed? As stated in the email below it is wrongful to say I departed in January 2017. I was forced out of Accenture because of unlawful termination
12. PeopleLine and Benefits center use the word "terminated" most of the time as my status when I call them and in some of the documents. What is my real status?

Shown Below the latest update I received and related email chain

From: Corban, Toni L. <toni.l.corban@accenture.com>

Date: Fri, Apr 6, 2018 at 3:56 PM

Subject: Follow up to your service request

To: Manoj Madathil <cmmar@oj@gmail.com>

Cc: Manoj Madathil <cmmar@oj@hotmail.com>, "Varughese, Anil" <anil.varughese@accenture.com>



Hi Manoj, I am in receipt of your emails. While I understand your perspective is different than Accenture's regarding your exit, it has been confirmed that you resigned from Accenture and after not being in contact with us for a period of time, your departure was processed in our system. The reason for your exit is your resignation. We received your resignation email dated 12/13/16 where you advise Mia Johnson that you would like to proceed with your exit process.

While many individuals at Accenture have offered to assist you with your inquiries, your tone in your latest email is no longer productive. We will consider this matter closed as we believe we have provided you the necessary information regarding your exit when you left Accenture in 2017.

Thank you.

From: Manoj Madathil [mailto:cmmanoj@gmail.com]  
Sent: Wednesday, March 28, 2018 10:41 AM  
To: Corban, Toni L. <toni.l.corban@accenture.com>  
Cc: Manoj Madathil <cmmanoj@hotmail.com>  
Subject: Re: [External] Re: Time to chat

Hello Toni,

Please see my responses inline with my initials marked and in Red font.

On Tue, Mar 27, 2018 at 4:44 PM, Corban, Toni L. <toni.l.corban@accenture.com> wrote:

Hi Manoj. I have reviewed you're the referenced service request and spoke to the appropriate individuals regarding the questions that you have raised. I understand that you were advised on this matter through Anil but again I am happy to discuss live with you.

MM-> Yes, Anil did respond to the service request (SR). Responses I got from the SR clearly unfolded my forceful exit as an unlawful termination. Further Anil has stated that I was terminated as per the directions / advise given by Employee relations (ER) and individuals from CMT leadership; a decision not taken by Anil alone.

The service request outlined 3 items:

MM-> Unfortunately, you haven't captured the facts in SR accurately. It is unfortunate that an individual from HR / ER group is interpreting these with such a levity. Have you read the SR completely? If yes, you are extremely biased in drawing conclusions from the SR.

1. Separation process – without understanding your perspective related to violations/discrimination you referenced I am unable to look into this based on the current information I have.

MM-> I have clearly stated in the Service Request that it was an unlawful separation (aka unlawful termination). My perspective has no relevance here. It is evident that my exit was a one-sided decision taken deceitfully and hence it was unlawful. HR (Anil) has stated in the service request that they made the decision based on the input from different groups/individuals, including Employee Relations. I am surprised you were not able to read this (or turning a blind eye?) from the Service Request and reducing it to merely a "Separation Process" issue. In fact, I am curious to know the role Employee Relations had taken in this (I assume you represent ER organization and hence I am raising this to you). Did Employee Relations advise HR or anyone else to terminate me? I am expecting a response to this as soon as possible (not after days) from your end. Let me reiterate that no one from ER, HR, and

CMT leadership has communicated to me on the exit decision. Someone must really tell me ASAP the reason behind the one-sided and arbitrary decision to send (read as kick) me out; who all had taken a role in that decision?

2. Denial of access to key documents. I am happy to get you whatever documents you need, however I would need to understand what you are seeking

MM-> What all documents and portals I should have access to? Why my Enterprise Id remained disabled more than a year? I was badly in need of copy of my last two paystubs (paid on Jan 7th and Jan 22nd of 2017) many months back. Will you be able to go back in time and send this to fulfill my needs then? I was on payroll at least until Jan 31st, 2017 (or may be even later and is supposed to remain that way beyond that date). I wanted to access my paystubs securely and get proper copies in the same format that every employee receives for these periods. Not the tweaked white page compensation summary that states pay adjustments. How will you explain the missed opportunities via Alumni portal? Are you the right person to provide these?

3. Gap in medical coverage – you were eligible for COBRA coverage as you stated, which you would need to elect through our enrollment process. Your premiums for December would show in your January 6th paycheck as that covers the 12/31/16 pay period and coverage for December.

MM-> I am really embarrassed to see how you interpreted this part. Seeing the way, you distorted my statements I really doubt the intentions here. This is even worse harassment than what I faced in the HR service request responses. Even a child would know how to make COBRA elections once the written instructions are provided. You are conveniently ignoring the gap between the date Accenture ended my health benefits coverage, and the date Accenture informed me about the same. COBRA documents were dated February 2nd (as part of the one-sided exit) and arrived much later. My family and myself were at risk between the Accenture benefits coverage end date and the date we received respective COBRA information (insult to the injury caused by illegal termination). This is a very fundamental HR function to be overlooked. Further, it is intimidating to enforce a one-sided termination with an arbitrary benefits coverage end date and sending COBRA enrollment on a much future date (read as dates manipulated) without any communication (against law) in between. Do you really understand the meaning of the letter “H” in “H.R.”? Do you uphold the spirit that this letter represents in its true sense? Please refer the service request if you failed to understand the risks I was put through and the details on the dates. I would really recommend you cross check those dates within Accenture systems to convince yourself. I do not have a better choice of words and language to communicate the unlawful termination that I faced with and the damages caused.

I understand from your email you do not want to speak live; however I am asking for further information.

MM-> I do not know the intention of this email thread you initiated asking me for information that HR/ER should have figured out last year before a decision on my exit was taken. I do not have any further information to provide since all the decisions were made one-side by one or more groups (may be individuals) in Accenture by keeping me in the dark. It will be appropriate for you to seek further information from those individuals and groups.

Thank you,

Toni

From: Manoj Madathil [mailto:cmmanoj@gmail.com]  
Sent: Tuesday, March 13, 2018 7:01 PM  
To: Corban, Toni L. <toni.l.corban@accenture.com>  
Cc: Manoj Madathil <cmmanoj@hotmail.com>  
Subject: [External] Re: Time to chat

Hello Toni,

Please let me know the call agenda and/or objectives you would like to achieve as well as the participants on the call.

We can talk on Friday at 9 am (or even earlier) if it is absolutely required for resolving my wrongful exit situation. . If the purpose of the call is to help you better understand the circumstances, please access the ticket (SR #: 1-10337378351) I raised earlier this January with NA field HR core. I raised this ticket to demystify the circumstances around my exit episodes in January / February 2017. All the events related to this is detailed out in the ticket. If you cannot access the ticket, I will be happy to forward you the entire communication. It will be difficult for me to rewind and replay these again and again, especially on a call. In fact, these clarifications and discussions should have happened last year. Only one thing to add; no one from Employee Relations communicated to me last year (I understand you are on Employee Relations group). Only exception might be the communication if any sent to my Accenture ID during the days I was unable to access my emails. It came to my attention about ER involvement only this January (2018), when Anil Varughese (Field / Location HR, Dallas) mentioned about it in his responses to the above ticket. Pertaining to this, I do not have anything else to add.

I would prefer to clarify any thing I missed out via email and do a call only if it is absolutely required. At this point of time I am seeking a resolution without delays.

Thank you

Manoj

On Tue, Mar 13, 2018 at 12:03 PM, Corban, Toni L. <toni.l.corban@accenture.com> wrote:

Hi – I apologize for my delay in scheduling time, can you speak on Friday, 9 ET or any time after 3:30 ET. Let me know what works, thank you.

---

Toni L. Corban

Accenture Human Resources

North America Employee/Labor Relations, Learning and Career Services Associate Director

500 Campus Drive, Florham Park, NJ 07932

Phone: (973) 301-1350

Confidential Fax: (973) 255-3779

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On Tue, Mar 6, 2018 at 12:22 PM, Manoj Madathil <cmmanoj@gmail.com> wrote:

Hello Toni,

I can be available tomorrow at 12:30 pm CST and you can reach me on 214 605 0642. If this is not a convenient time for you, I can be available between 11:30 am and 3 pm tomorrow if you let me know in advance.

Thank you!

Manoj

On Tue, Mar 6, 2018 at 10:23 AM, Corban, Toni L. <toni.l.corban@accenture.com> wrote:

Hi Manoj. I would like to discuss your exit concerns you raised. Please let me know of a time and number tomorrow that we can connect live.

Thank you,

Toni

---

Toni L. Corban

Accenture Human Resources

North America Employee/Labor Relations, Learning and Career Services Associate Director

500 Campus Drive, Florham Park, NJ 07932

Phone: (973) 301-1350

Confidential Fax: (973) 255-3779

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